



Department of Defense CIVILIAN MANPOWER STATISTICS

M04

September 30, 1994

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WASHINGTON HEADQUARTERS

Department of Defense

CIVILIAN MANPOWER STATISTICS

SEPTEMBER 30, 1994

Issued Quarterly by
Washington Headquarters Services
Directorate for Information
Operations and Reports (DIOR)

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FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from an integrated data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, "Monthly Report of Federal Civilian Employment."

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TABLE 1

**DoD Civilian Employment, by Function and Employment Status,
According to Defense Component - September 30, 1994**

| FUNCTION/EMPLOYMENT STATUS | TOTAL DoD a/ | ARMY | NAVY b/ | AIR FORCE | OTHER DoD ORGS. c/ |
|---|-----------------|----------------|----------------|----------------|--------------------------|
| MILITARY FUNCTIONS | | | | | |
| OMB CEILING EMPLOYMENT | 890,836 | 278,522 | 266,073 | 196,077 | 150,164 |
| DIRECT HIRE | 844,168 | 252,559 | 255,667 | 188,434 | 147,508 |
| INDIRECT HIRE | 46,668 | 25,963 | 10,406 | 7,643 | 2,656 |
| TOTAL EMPLOYMENT | 896,578 | 279,526 | 268,836 | 197,230 | 150,986 |
| DIRECT HIRE | 849,910 | 253,563 | 258,430 | 189,587 | 148,330 |
| INDIRECT HIRE | 46,668 | 25,963 | 10,406 | 7,643 | 2,656 |
| CIVIL FUNCTIONS (ALL DIRECT HIRE) | | | | | |
| OMB CEILING EMPLOYMENT | 27,959 | 27,958 | 0 | 1 | 0 |
| TOTAL EMPLOYMENT | 29,741 | 29,740 | 0 | 1 | 0 |
| TOTAL MILITARY AND CIVIL FUNCTIONS | | | | | |
| OMB CEILING EMPLOYMENT | 918,795 | 306,480 | 266,073 | 196,078 | 150,164 |
| DIRECT HIRE | 872,127 | 280,517 | 255,667 | 188,435 | 147,508 |
| INDIRECT HIRE | 46,668 | 25,963 | 10,406 | 7,643 | 2,656 |
| TOTAL EMPLOYMENT | 926,319 | 309,266 | 268,836 | 197,231 | 150,986 |
| DIRECT HIRE | 879,651 | 283,303 | 258,430 | 189,588 | 148,330 |
| INDIRECT HIRE | 46,668 | 25,963 | 10,406 | 7,643 | 2,656 |

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

**Trends in DoD Civilian Employment Subject to OMB Ceiling,
By Function, Employment Status, and Defense Component**

| FUNCTION/COMPONENT EMPLOYMENT STATUS | END STRENGTHS, LAST 4 FISCAL YEARS | | | | LAST 3 MONTHS | | |
|---|------------------------------------|-----------|-----------|-----------|---------------|-----------|-----------|
| | 30 SEP 90 | 30 SEP 91 | 30 SEP 92 | 30 SEP 93 | 31 JUL 94 | 31 AUG 94 | 30 SEP 94 |
| MILITARY FUNCTIONS | 1,073,227 | 1,044,300 | 1,003,209 | 935,875 | 901,956 | 897,846 | 890,836 |
| DIRECT HIRE a/ | 997,197 | 974,169 | 942,516 | 884,216 | 854,806 | 851,062 | 844,168 |
| INDIRECT HIRE b/ | 76,030 | 70,131 | 60,693 | 51,659 | 47,150 | 46,784 | 46,668 |
| ARMY | 382,058 | 366,948 | 333,691 | 295,032 | 285,202 | 282,018 | 278,522 |
| DIRECT HIRE | 328,688 | 318,543 | 294,689 | 264,821 | 258,950 | 255,904 | 252,559 |
| INDIRECT HIRE | 53,370 | 48,405 | 39,002 | 30,211 | 26,252 | 26,114 | 25,963 |
| NAVY | 342,101 | 329,592 | 309,490 | 285,934 | 270,322 | 268,091 | 266,073 |
| DIRECT HIRE | 331,982 | 319,421 | 299,396 | 275,596 | 260,016 | 257,785 | 255,667 |
| INDIRECT HIRE | 249,862 | 10,171 | 10,094 | 10,338 | 10,306 | 10,306 | 10,406 |
| AIR FORCE | 238,831 | 233,491 | 214,796 | 201,991 | 200,107 | 197,426 | 196,077 |
| DIRECT HIRE | 11,031 | 223,319 | 206,144 | 193,745 | 192,408 | 189,744 | 188,434 |
| INDIRECT HIRE | 99,206 | 10,172 | 8,652 | 8,246 | 7,699 | 7,682 | 7,643 |
| OTHER DoD ORGANIZATIONS c/ | 97,696 | 114,269 | 145,232 | 152,918 | 146,325 | 150,311 | 150,164 |
| DIRECT HIRE | 1,510 | 112,886 | 142,287 | 150,054 | 143,432 | 147,629 | 147,508 |
| INDIRECT HIRE | | 1,383 | 2,945 | 2,864 | 2,893 | 2,682 | 2,656 |
| CIVIL FUNCTIONS a/ | | | | | | | |
| (ALL DIRECT HIRE) | 27,258 | 28,252 | 29,474 | 28,535 | 28,941 | 29,035 | 27,959 |
| ARMY | 27,257 | 28,251 | 29,473 | 28,534 | 28,940 | 29,034 | 27,958 |
| AIR FORCE | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| TOTAL MILITARY AND CIVIL FUNCTIONS | 1,100,485 | 1,072,552 | 1,032,683 | 964,410 | 930,897 | 926,881 | 918,795 |
| DIRECT HIRE a/ | 1,024,455 | 1,002,421 | 971,990 | 912,751 | 883,747 | 880,097 | 872,127 |
| INDIRECT HIRE b/ | 76,030 | 70,131 | 60,693 | 51,659 | 47,150 | 46,784 | 46,668 |

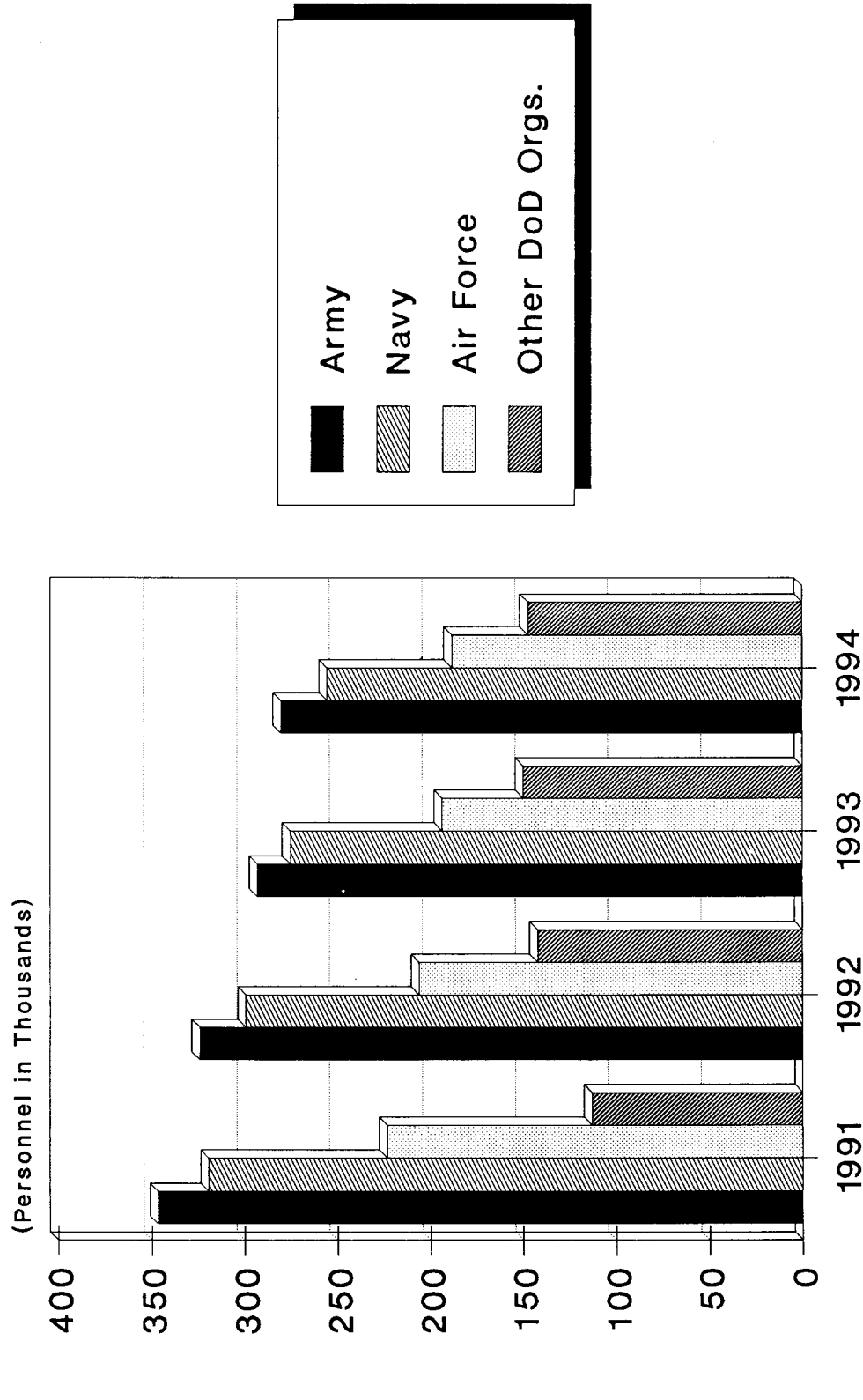
a/As reported officially to the Office of Personnel Management.

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.

c/See Glossary for a list of Other DoD Organizations.

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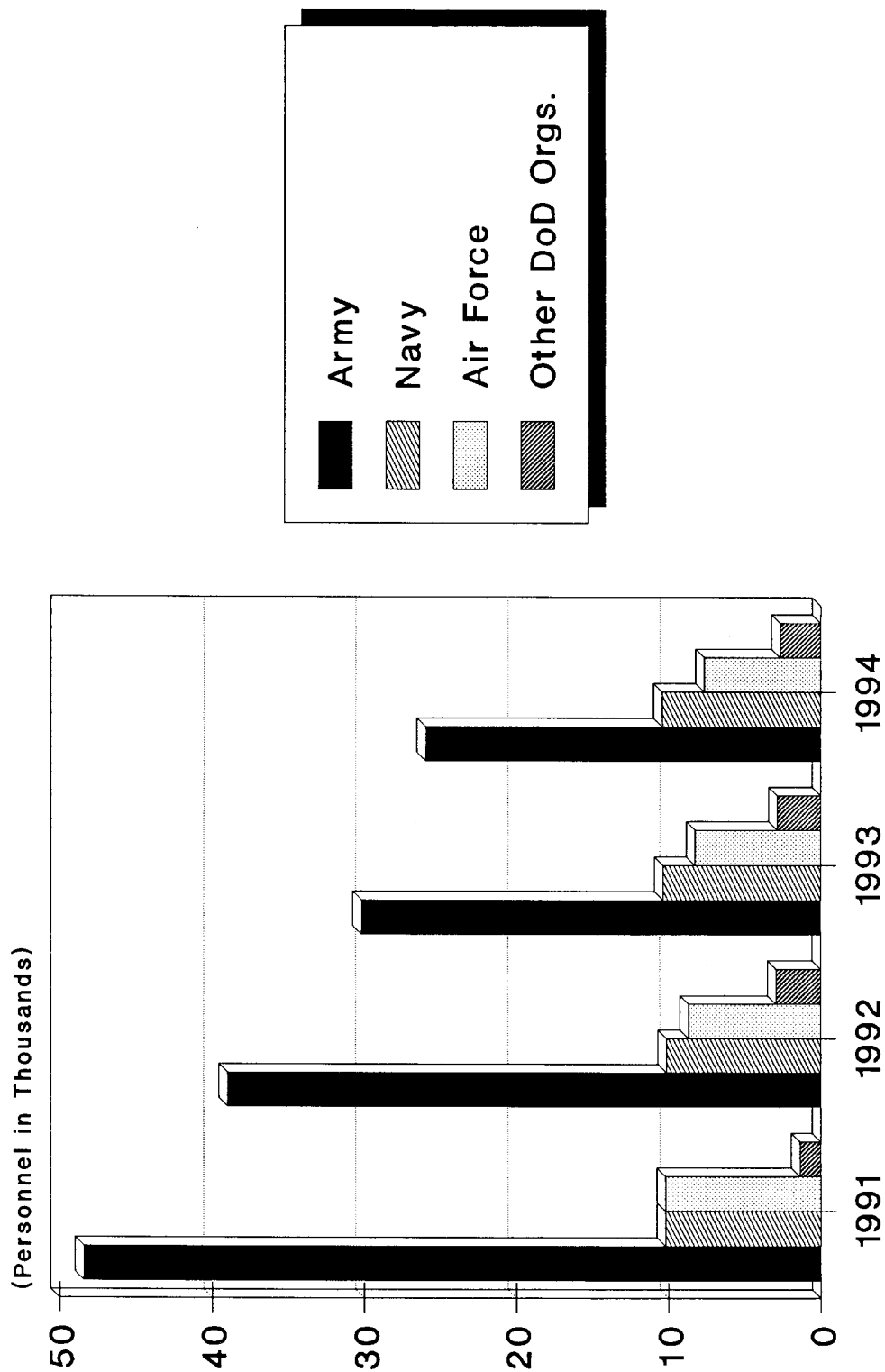
TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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Figure 1

TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT MILITARY FUNCTIONS



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Figure 2

FISCAL YEAR

TABLE 3

**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,
By Function and Defense Component**

| FUNCTION/COMPONENT a/ | TOTAL EMPLOYMENT | | | PROGRAMMED STRENGTH | FULL-TIME WITH PERMANENT APPOINTMENTS | | |
|------------------------------------|------------------|-----------|-----------|---------------------|---------------------------------------|-----------|-----------|
| | 31 JUL 94 | 31 AUG 94 | 30 SEP 94 | | 31 JUL 94 | 31 AUG 94 | 30 SEP 94 |
| MILITARY FUNCTIONS | | | | | | | |
| ARMY | 854,806 | 851,062 | 844,168 | 918,406 | 771,146 | 773,818 | 769,025 |
| NAVY | 258,950 | 255,904 | 252,559 | 293,577 | 226,019 | 225,489 | 224,664 |
| AIR FORCE | 260,016 | 257,785 | 255,667 | 268,399 | 244,523 | 242,547 | 240,986 |
| | 192,408 | 189,744 | 188,434 | 201,521 | 176,179 | 175,852 | 174,989 |
| OSD & ORGANIZATIONS SERVICED b/ | | | | | | | |
| DCPMS | 4,921 | 4,766 | 4,759 | 5,147 | 4,601 | 4,590 | 4,600 |
| DeCA | 317 | 326 | 327 | 408 | 310 | 320 | 320 |
| DCAA | 18,978 | 18,733 | 19,420 | 19,295 | 9,851 | 9,886 | 9,895 |
| DFAS | 5,342 | 5,307 | 5,229 | 5,410 | 5,228 | 5,208 | 5,127 |
| DISA | 25,072 | 25,132 | 24,257 | 25,008 | 23,419 | 23,513 | 22,848 |
| DIS | 8,409 | 8,235 | 8,162 | 9,098 | 8,052 | 7,973 | 7,898 |
| DLA | 3,114 | 3,114 | 3,107 | 3,280 | 3,024 | 3,026 | 3,018 |
| DMA | 55,982 | 55,648 | 54,644 | 56,519 | 54,014 | 53,815 | 52,979 |
| DNA | 7,486 | 7,418 | 7,351 | 7,518 | 7,259 | 7,229 | 7,183 |
| DSA c/ | 554 | 555 | 555 | 678 | 528 | 529 | 528 |
| DoDEA | 507 | 506 | 509 | 526 | 472 | 474 | 475 |
| DoD IG | 9,957 | 15,133 | 16,412 | 16,579 | 5,226 | 10,912 | 11,001 |
| DICA d/ | 1,628 | 1,625 | 1,683 | 1,558 | 1,593 | 1,602 | 1,666 |
| OSIA | | | | 2,486 | | | |
| USUHS | 317 | 291 | 292 | 360 | 270 | 274 | 277 |
| | 848 | 840 | 801 | 1,039 | 578 | 579 | 571 |
| CIVIL FUNCTIONS | | | | | | | |
| ARMY | 28,941 | 29,035 | 27,959 | N/A | 25,997 | 26,177 | 26,032 |
| AIR FORCE | 28,940 | 29,034 | 27,958 | | 25,996 | 26,176 | 26,031 |
| | 1 | 1 | 1 | | 1 | 1 | 1 |
| TOTAL MILITARY AND CIVIL FUNCTIONS | 883,747 | 880,097 | 872,127 | N/A | 797,143 | 799,995 | 795,057 |

a/ See the Glossary for Component names.

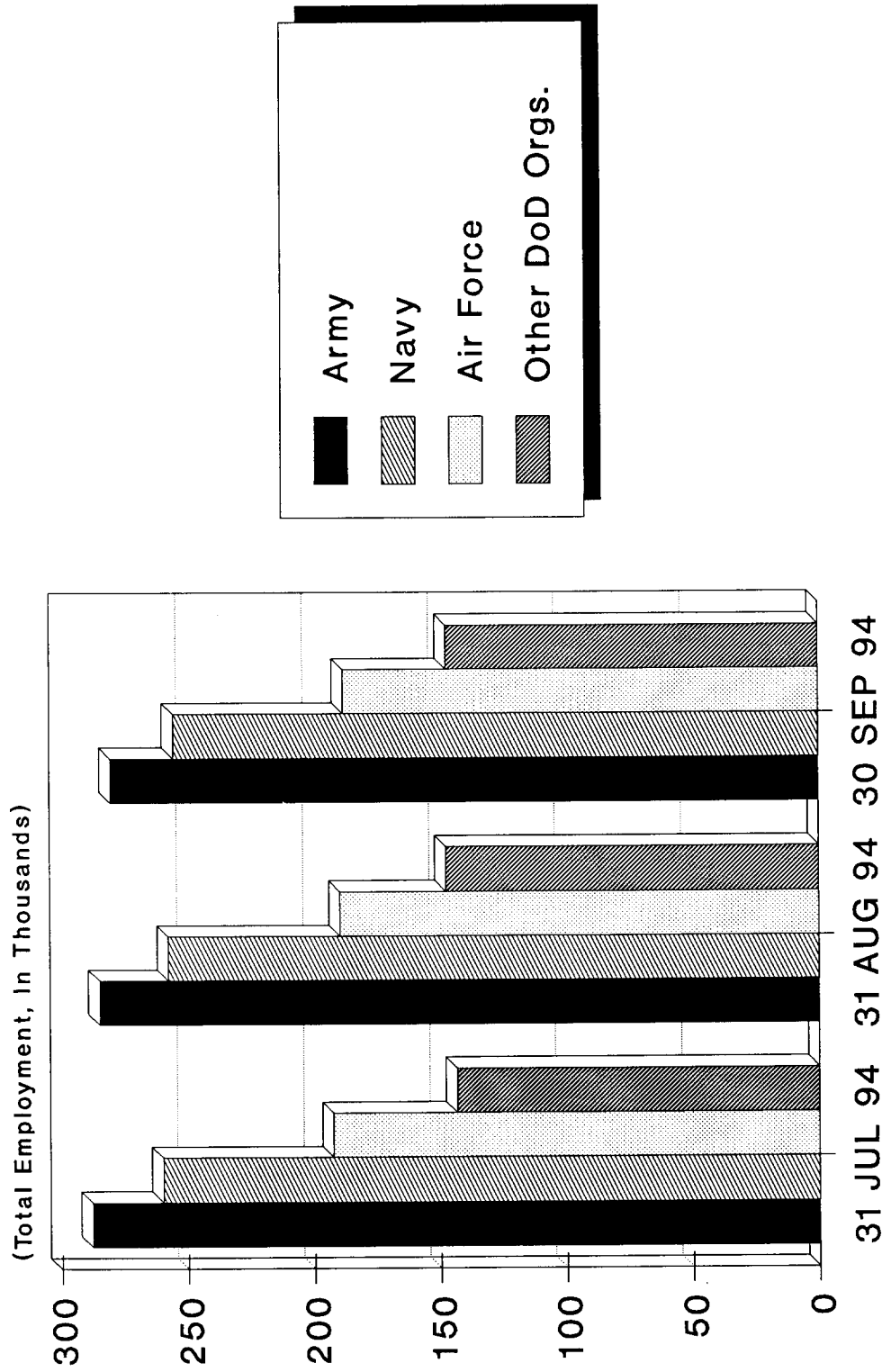
b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

c/ Prior to June 30, 1992, actual numbers are included in DLA.

d/ Actual numbers are included in the Military Services and selected Defense Organizations.

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DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO OMB CEILING, BY MONTH & DEFENSE COMPONENT



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Figure 3

TABLE 4

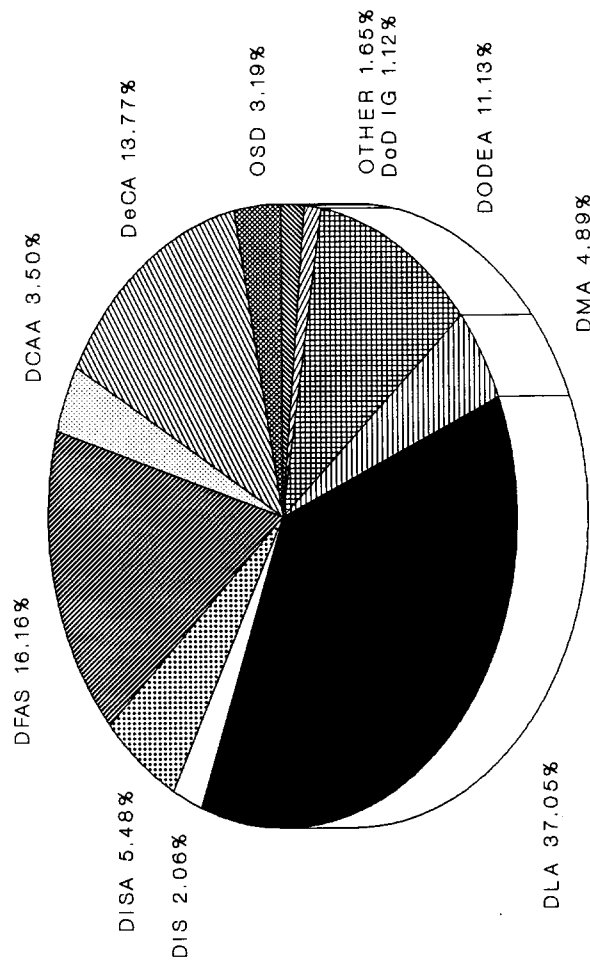
**DoD Direct and Indirect Hire Civilian Personnel, by Component,
(Excluding the Military Departments) - September 30, 1994 a/**

| DEFENSE COMPONENTS | TOTAL | DIRECT HIRE CIVILIANS | INDIRECT HIRE CIVILIANS |
|--|--------------------------|--------------------------|----------------------------|
| OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICE DEFENSE COMMISSARY AGENCY | 4,819 327 20,795 | 4,810 327 19,430 | 9 0 1,365 |
| DEFENSE CONTRACT AUDIT AGENCY DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY | 5,284 24,404 8,275 | 5,279 24,404 8,255 | 5 0 20 |
| DEFENSE INVESTIGATIVE SERVICE DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY | 3,117 55,941 7,381 | 3,117 55,073 7,381 | 0 868 0 |
| DEFENSE NUCLEAR AGENCY DEFENSE SUPPORT ACTIVITIES DEPARTMENT OF DEFENSE EDUCATION ACTIVITY | 555 510 16,800 | 555 510 16,412 | 0 0 388 |
| DEPARTMENT OF DEFENSE INSPECTOR GENERAL ON-SITE INSPECTION AGENCY UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES | 1,685 292 801 | 1,684 292 801 | 1 0 0 |
| TOTAL | 150,986 | 148,330 | 2,656 |

a/Includes personnel not subject to OMB ceiling control.
b/See the Glossary for a list of organizations serviced by OSD.

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DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT, BY COMPONENT SEPTEMBER 30, 1994



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FIGURE 4

Excludes Military Departments

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type,
According to Defense Component - September 30, 1994 a/**

| TYPE OF PERSONNEL | TOTAL DoD a/ | ARMY | NAVY | AIR FORCE | OTHER DoD ORGS. b/ |
|----------------------------|-----------------|---------|---------|--------------|--------------------------|
| TOTAL | 879,651 | 283,303 | 258,430 | 189,588 | 148,330 |
| BY STATUS | | | | | |
| FULL-TIME | 854,940 | 277,064 | 255,240 | 187,401 | 135,235 |
| PART-TIME | 19,216 | 5,101 | 2,821 | 2,036 | 9,258 |
| INTERMITTENT | 5,495 | 1,138 | 369 | 151 | 3,837 |
| BY CAREER SERVICE CATEGORY | | | | | |
| COMPETITIVE | 747,740 | 230,815 | 239,921 | 153,006 | 123,998 |
| EXCEPTED AND SES | 131,911 | 52,488 | 18,509 | 36,582 | 24,332 |
| BY TYPE OF APPOINTMENT | | | | | |
| PERMANENT | 806,629 | 253,847 | 243,650 | 175,979 | 133,153 |
| TEMPORARY/INDEFINITE | 73,022 | 29,456 | 14,780 | 13,609 | 15,177 |
| BY CITIZENSHIP | | | | | |
| U.S. CITIZENS | 861,003 | 272,714 | 254,972 | 186,417 | 146,900 |
| NON-CITIZENS | 18,648 | 10,589 | 3,458 | 3,171 | 1,430 |
| BY LABOR CATEGORY | | | | | |
| SALARIED | 648,424 | 218,782 | 180,227 | 126,341 | 123,074 |
| WAGE BOARD | 231,227 | 64,521 | 78,203 | 63,247 | 25,256 |

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,
According to Defense Component - September 30, 1994 a /**

| LOCATION/TYPE OF PERSONNEL | TOTAL DoD a/ | ARMY | NAVY | AIR FORCE | OTHER DoD ORGS. b/ |
|----------------------------|-----------------|---------|---------|--------------|--------------------------|
| WORLDWIDE TOTAL | 879,651 | 283,303 | 258,430 | 189,588 | 148,330 |
| UNITED STATES | 817,347 | 257,170 | 246,523 | 181,043 | 132,611 |
| BY LOCATION | | | | | |
| WASHINGTON, D.C., SMSA c/ | 84,647 | 24,227 | 34,314 | 5,814 | 20,292 |
| REMAINDER OF U. S. | 732,700 | 232,943 | 212,209 | 175,229 | 112,319 |
| BY LABOR CATEGORY | | | | | |
| SALARIED | 595,936 | 196,223 | 172,122 | 118,746 | 108,845 |
| WAGE BOARD | 221,411 | 60,947 | 74,401 | 62,297 | 23,766 |
| BY CITIZENSHIP | | | | | |
| U. S. CITIZENS | 816,918 | 256,922 | 246,424 | 181,027 | 132,545 |
| NON-CITIZENS | 429 | 248 | 99 | 16 | 66 |
| U. S. TERRITORIES | | | | | |
| BY LABOR CATEGORY | 7,880 | 1,254 | 4,499 | 862 | 1,265 |
| SALARIED | 4,379 | 883 | 2,163 | 421 | 912 |
| WAGE BOARD | 3,501 | 371 | 2,336 | 441 | 353 |
| BY CITIZENSHIP | | | | | |
| U. S. CITIZENS | 7,863 | 1,249 | 4,489 | 860 | 1,265 |
| NON-CITIZENS | 17 | 5 | 10 | 2 | 0 |
| FOREIGN COUNTRIES | | | | | |
| BY LABOR CATEGORY | 54,424 | 24,879 | 7,408 | 7,683 | 14,454 |
| SALARIED | 48,109 | 21,676 | 5,942 | 7,174 | 13,317 |
| WAGE BOARD | 6,315 | 3,203 | 1,466 | 509 | 1,137 |
| BY CITIZENSHIP | | | | | |
| U. S. CITIZENS | 36,222 | 14,543 | 4,059 | 4,530 | 13,090 |
| NON-CITIZENS | 18,202 | 10,336 | 3,349 | 3,153 | 1,364 |

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/See Glossary for the definition of the Washington, D.C., Standard Metropolitan Statistical Area (SMSA).

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - September 30, 1994**

| COUNTRY | TOTAL DoD | ARMY | NAVY | AIR FORCE | OTHER DoD ORGS. a/ |
|----------------|--------------|--------|--------|--------------|--------------------------|
| BELGIUM | 742 | 695 | 0 | 2 | 45 |
| GERMANY | 24,560 | 19,345 | 0 | 3,642 | 1,573 |
| GREECE | 23 | 0 | 0 | 8 | 15 |
| GUAM | 4 | 0 | 4 | 0 | 0 |
| JAPAN | 17,226 | 3,283 | 9,342 | 3,850 | 751 |
| KOREA | 2,342 | 2,342 | 0 | 0 | 0 |
| LUXEMBOURG | 21 | 21 | 0 | 0 | 0 |
| MALAYSIA | 4 | 0 | 0 | 0 | 4 |
| NETHERLANDS | 371 | 269 | 0 | 61 | 41 |
| SPAIN | 1,206 | 8 | 1,060 | 80 | 58 |
| TURKEY | 1 | 0 | 0 | 0 | 1 |
| UNITED KINGDOM | 168 | 0 | 0 | 0 | 168 |
| TOTAL | 46,668 | 25,963 | 10,406 | 7,643 | 2,656 |

a/See the Glossary for a list of Other DoD Organizations.

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GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute; and
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the Uniformed Services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

OTHER DoD ORGANIZATIONS

- *Office of the Secretary of Defense (OSD)
- *Joint Chiefs of Staff (JCS)
- Inspector General of the Department of Defense (DoD IG)
- *U.S. Court of Military Appeals
- Uniformed Services University of the Health Sciences (USUHS)
- **Defense Support Activities (DSAs)

Department of Defense Agencies:

- *Advanced Research Projects Agency (ARPA)
- *Ballistic Missile Defense Organization (BMDO)
- Defense Commissary Agency (DeCA)
- Defense Contract Audit Agency (DCAA)
- Defense Finance and Accounting Service (DFAS)
- Defense Information Systems Agency (DISA)
- Defense Investigative Service (DIS)
- *Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- Defense Mapping Agency (DMA)
- Defense Nuclear Agency (DNA)
- *Defense Security Assistance Agency (DSAA)
- On-Site Inspection Agency (OSIA)

NOTE: *Organizations serviced by OSD.
**Organizations serviced by DLA and DISA.

Department of Defense Field Activities:

*American Forces Information Service (AFIS)
**Defense Civilian Personnel Management Service (DCPMS)
*Defense Medical Programs Activity (DMPA)
*Defense Prisoner of War/Missing in Action Office (DPMO)
*Defense Technology Security Administration (DTSA)
Department of Defense Education Activity (DoDEA)
***Drug Interdiction and Counter-Narcotics Account (DICA)
*Office of Civilian Health and Medical Program
for the Uniformed Services (OCHAMPUS)
*Office of Economic Adjustment (OEA)
*Washington Headquarters Services (WHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

NOTE: *Organizations serviced by OSD.
**Organization serviced by DLA.
***Organization serviced by Military Services and selected DoD organizations.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate, and which have not been specifically excluded from the SES.

Standard Metropolitan Statistical Area (SMSA). Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)